



NOVEMBER, 1989

## IN THIS ISSUE . . .

From the Editor	Page 1
FSA President's Message	Page 3
Arbitration	
Report - Wendy Burton	Page 5
Reflections - Dave Allen	Page 7
Contract Chair	Page 10
Comments on Access	
Paul Herman	Page 11
Doug McDowell	Page 13
Items of Note	
New 1989/90 Executive	Inside cover
Executive Meeting Schedule	Inside cover



## FSA Executive 1989/90

President .....	Bob Smith	421/313
First Faculty Vice-President ....	Doug Hudson	325
Second Faculty Vice-President ...	Brian Coulter	317
First Staff Vice-President .....	Leslie Wood	223
Second Staff Vice-President .....	Bertha Solvey	445/475
Treasurer .....	Cheryl Isaac	262
Recording Secretary .....	Jocelyn Cass	318
Grievance Chair .....	Dave Allen	456
Grievance Vice-Chair .....	Mary Saunders	224
Communications Chair .....	Graham Dowden	293
Job Classification Audit Chair ..	Varlene MacLeod	251
Professional Development Chair ..	Wendy Burton	422/306
Contract Chair .....	Ian McAskill	299
Agreements Chair .....	Betty Harris	272
Past President .....	Kevin Busswood	436

## Executive Meeting Schedule

Abbotsford, Room A306, 3:30 p.m. (Week 1)

November 15  
December 13  
January 31  
February 28  
March 28  
April 25  
May 23

# FSA NEWSLETTER

November, 1989

## From the Editor . . .

One of my favourite cartoons is a four-panel item that begins with a disgruntled writer sitting motionless at his typewriter among balls of crumpled paper. A muse in a diaphanous gown flies in the window. The muse picks up a watering can and flies around, watering the house plants. The muse flies back out the window. The end.

There's so much water on my house plants right now that anything I add runs straight through the overflow dish and into the bindings of the books below. So I turned on the TV. Good God, Miss Chilliwack! Not as in Good Golly, Miss Molly; -- Miss Chilliwack was on national TV! She was in a raspberry-coloured swimsuit, she was sucking raspberry-coloured liquid through a straw, she was an element in a poolside tableau. And she was being brought to us by "Old South, the official fruit juice of the Miss Canada Pageant".

An airline was mentioned. A hotel was mentioned. The manufacturer of the swimsuit was mentioned. And then the scene shifted. Muses. Multitudes of muses, in raspberry-coloured gowns, were swaying to a sort of music, singing to a sort of song. I think that they were singing to me .... These were the words they sang: "We're at the top ... We've got success .... We're the most beautiful.... We're the best...."

The best of the best, I learned the next day, was not Miss Chilliwack, but she (the winner) did announce that she wanted to

be an English instructor when she grew up. All editorial evasions must eventually bring us to the threshold of our topic, and I must say that I have been inspired to believe that there has never been a more evident need for expanded educational opportunities in the Fraser Valley.

That's right, ACCESS.

I hardly know what to think about the issue any more. But as several people have pointed out (notably, elsewhere in this issue, Paul Herman), there is something ironic in our denunciation of SFU's imperialist designs on Langley while at the same time we contemplate our own grand Westward Ho! adventure on Kwantlen College's turf. And as several Chilliwagians have also noted, Westward Ho! carries with it a decided air of Eastward ho hum, with the agricultural end of the College region relegated, as usual, to sucking hind teat.

On the other hand, there's no harm in merely contemplating something, and, given the obvious fact that something is going to happen in the Langley area, and that whatever it is, it will have considerable impact on what happens here, we can't just sit back and decide that it's none of our business.

I still have two principal fears. No matter what the impact of a four-year institution in Langley might be on overall Fraser Valley participation rates, I can't help thinking that the cream of the

local crop will go there, and we'll get the ones who can't get in. But I expect that we'll just have to lump it if this happens, or hope that our reputation for good teaching will continue to draw an adequate number of stimulating students. We might wind up with an upper-level institution down there and an expanded role for the colleges in the first two years, but I'm not holding my breath.

My second fear is of the consequences of our going to the university college model. As a somewhat paranoid non-Ph.D., I do not relish the thought of erstwhile colleagues and obnoxious newcomers with Ph.D.'s putting on airs in mortarboards and visiting the classroom eight hours a week. And yet as a similarly-afflicted friend from Okanagan College said to me recently, who wants to have to publish or perish on eight hours when one can continue to perish very nicely indeed on sixteen hours without having to publish a word?

The Access Committee seems finally to be plucking itself from the jaws of irrelevance, and if some of the current ideas for making the committee more open, more responsive, and more responsible actually take root, then I think all of us will feel we have more say in what happens than has been the case so far. And we must have our say. As Dr. Jones pointed out in the recent forum, FVC's contribution to the debate (as opposed to Dr. Jones's) can only be informal and indirect until after the four Presidents have issued their report some time after the December 31st deadline.

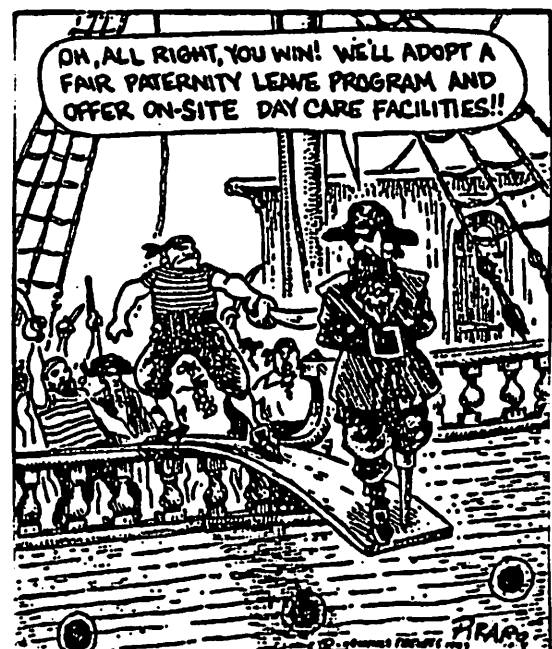
But our internal debate has already, if belatedly, picked up

considerable momentum. The forum brought out, for example, some very strong feelings about local accountability and about the preeminence of teaching quality in whatever institution winds up heaving itself into existence in the next few years. The debate is far from over, and I would encourage people to send their ruminations along to the Newsletter, for general consumption, as well as to the Committee, or the President, or the tooth fairy, if it comes to that.

One more thing. Off in the secret corridors of The Law, a grievance is being arbitrated. It is the first time Fraser Valley College has been reduced to this, it is not at all nice, and it will change the face of this college forever. Please read Wendy Burton's and Dave Allen's reports. If we don't want this to happen again, and I hope we don't, we are going to have to tighten up a few things around here.

Graham Dowden

## BIZARRO



## FSA President's Message . . .

I draw your attention to the arbitration hearings, now adjourned until December, concerning the employer's refusal to promote an internal candidate to the ABE directorship. These proceedings are the final stage in a grievance resolution process laid down in Article 7 of the Collective Agreement and represent the first grievance the Association has been unable to settle with the College. The FSA doesn't file grievances lightly and it takes very seriously the employer's obligation to promote internal candidates according to Article 13.3 and 14.4. The status of these clauses will become increasingly important as the College enters a period of expansion and new positions or vacancies are applied for by experienced employees. The arbitration hearings which will hear the employer's case in mid-December are open to you. Look for an announcement of the specific time and location.

A good deal of the FSA's work concerns contract administration, that is, ensuring that members receive their due as stated in the Collective Agreement (the grievance chairpersons -- Dave Allen (Faculty) and Mary Saunders (staff) -- are the officers responsible). I note from this work that members of the Association are frequently in a position to affect the contractual rights of fellow members. Many of us find ourselves acting as selection advisory committee members or as administration's delegates, coordinators, directors, etc. Knowledge of the Collective Agreement is essential in order to avoid compromising another member's rights. Allocation of work load, initiation of contract

requests, and formulation of job descriptions are examples where an erroneous decision on your part may result in a grievance in which the Association must represent the aggrieved member. When you are unclear about the relevance of the Collective Agreement to a decision or recommendation you are about to make on behalf of the employer, it is best to get opinions from the FSA and from Personnel. Where they agree, you are usually assured of the best way to proceed.

Continuing the theme of observing other members' rights, allow me to mention collegial evaluation. In this situation, you are permitted to offer your assessment of a colleague's suitability for reappointment where collegial relations, cooperation and commitment to departmental duties are concerned. It is essential that your opinions be confined to the process and that you are extremely discreet when responding to management's informal inquiries about another member's work performance. When you are sent an evaluation form, you are free to return it without comment, which the College must then consider as a satisfactory evaluation. The reason I mention this business now is that the College has announced its right to discharge an employee on the sole grounds of adverse collegial evaluations. Taking the example of a faculty employee, it is possible for him/her to face discipline measures up to and including discharge even if his/her student evaluations are satisfactory. These are strong powers, which the employer admits in the evaluation procedure document, and the College has used them since the revi-



sions were introduced in 1987-88. Once again, the message here is that you should confine your assessment of a colleague to the process and that you have the option of returning the evaluation form completed or uncompleted.

When standing for election last spring, I underscored the importance of the consultation process and the obligation of the employer to observe it in a sincere manner, this according to our tradition, Article 2.8 in the Collective Agreement, and the definition of "consultation" cited in Article 1.2. The employer usually responds to my requests for consultation, but I would rather see it do so as a matter of course when, for example, curtailing or eliminating summer hours or upgrading the telephone system. When our work is altered and even where the employer has the right to do so I will insist on consultation. In order to get a better view of development in the workplace, you need to keep your FSA reps informed. I have acquired a better view recently, in response to members' concerns about the subtle and not so subtle ways in which the College's changing communication system adds to or simplifies our work. This I plan to pursue with the employer as well as the need to increase our support staff complement which simply cannot perform ever-increasing duties as a result of new programs.

A word about negotiations which commence in 1990: information meetings have been held and the turn-out hasn't been overwhelming. Unless meetings are held on the weekend, there is no time of the day to convene them without excluding members who are at work. The FSA will do what it can to correct this

problem but you will need to ensure that your views get across. A fair number of members sent suggestions to Ian McAskill, Contract Chairperson, or to me. The FSA's negotiating positions will be formulated and presented in a general meeting in January. Members are invited to executive meetings which are held every fourth Wednesday (Week #1 in the Meeting Schedule) at 3:30 p.m. in Abbotsford, more frequently in the winter semester. The articles in the Collective Agreement that most members want renegotiated -- and this is only an initial indication -- are 19.2, 21.9, 22.7.2, 23 and 28.

Finally, in the last few years I have been increasingly interested in the relationship between work and illness, specifically the reasons for sick leaves up to and including cases of long-term disability. Needless to say, there is relationship between work and health in that we often enjoy our work and derive a great sense of personal worth and satisfaction from it. However, the pressure of work, stress, and adverse environmental factors can cause or compound illness. Short staffing and the virtual absence of substitutes tend to reinforce the need to stay on the job when one is better advised to stay home and/or see a physician. The best judges of your health are you and your doctor and the sick leave provisions are there for your use. In the last five years, there has only been one case where the employer alleged that an employee has abused that right. That's a pretty good record; in fact, I'm implying that it may be too good of a record, this in the face of fresh challenges in the workplace and increasing workloads.

Bob Smith

## Arbitration . . .

### - Report 1

The FSA is at the mid-point in our first arbitration: The arbitration board -- one management appointee, one union appointee and a third person who acts as chairman -- met with both sides in what has become known as the Heather Stewart Grievance on October 16-19. The board has adjourned until December 18, when the board will hear the management's position. The hearing is held in the Bakerview Best Western restaurant meeting room in Abbotsford and is open, at the discretion of the chairman, to FSA members.

This meeting room has a square made up of tables, and the management group (the lawyer, Kevin O'Neill, Susan Witter, Don Tunstall and Barry Bompas) sit on one side and the union group (David Reynolds, the CIEA lawyer, David Allen as Grievance Chair, Heather Stewart, Barbara Bate, and Wendy Burton as shop steward designate in this grievance) sit on the other side. This polarity, this division in a physical sense, marks the very real division that this, our first arbitration, represents.

What is it like to sit across from people you have considered friends and colleagues? Very intimidating and saddening. You find yourself questioning whether this couldn't all have been avoided, whether the spirit that prevails at FVC couldn't somehow have prevented this. We are, for the duration of this event, by the nature of the proceedings, opposed and hence enemies. The careful "my friends" appellation used by the lawyers only serves to underscore the divisive nature of this event.

So why are we here? We are here because two internal candidates in the competition for the ABE Director's position did not, as we see it, receive adequate protection under the collective agreement. David Allen will comment more fully on the articles and provisions that we believe were violated. We believe that two internal candidates were disqualified for reasons that had little to do with their performance, competence and qualifications.

We sought, throughout the summer and fall of 1988, to bring this matter to a peaceful conclusion. A comparison of resumes alone seemed to indicate that the provision of the collective agreement was not followed, that the career ladder in this competition became a hollow assurance, that external candidates benefitted in fact because no one could bring up personal matters about them. We were unsuccessful at finding a solution.

This grievance has been characterized from the start as one that the employer felt did not bear discussion or explanation. It was hinted that if we proceeded, secret damaging evidence would be produced to destroy the grievor. We were warned to drop it. At no time would a complete explanation be offered. We were left with the impression "how dare you question our decisions -- we're managers".

Both sides believe right is theirs. In order to prove that, we resort to lawyers, to procedures, to examination and cross examination, and slowly we lose our innocence. Those who know little about the work we do, the

daily effort to educate, the energy, the vagaries of our endeavours, attempt to determine who was qualified, who was disqualified, and why. We spend much of the first hours explaining abe, fte, sch, rac, jurisdiction, the organizational structure, what is and is not supervising, the development of this college, the slow but apparently inexorable change from a collegial structure to a management structure. This has been going on so slowly I suppose that we did not notice. We continue to play by the old rules. Listening to information being entered into evidence that was never meant to be anything more than the idle and perhaps ill-considered comments of one friend to another, I am struck by how we are undone by the very informal nature of our interaction. We used to be like a big, rather unruly family - we could always step outside the roles. Not any more.

As union members, we must not forget to whom we speak or the nature of our relationship. We are employees, and we have very little power in a legal sense, particularly when we give that power away - by refusing to acknowledge that when we act in a representative role, we are legally responsible for our decision. And it is clear after listening to the employer's lawyer that anything you say can and will be held against you.

This case is also about giving feedback to each other. It is about saying positive things to the face and harbouring criticism for years. Feedback not presented can't be acted on. Gossip, unsubstantiated criticism, hypocritical praise, seem to be the way we have begun to do business. We need to start telling each other the truth about our performances, directly

and immediately. We need to stop formulating opinions about a person's performance based on our narrow preference for a particular style. We need to share duties and responsibilities or at least be open when we don't share these duties. To refuse to allow budgetary responsibility as a management style and then criticise the employee for not having budgetary experience seems - well, unfair.

This case is about fairness, when we get in that room with the doors closed. It is about legal interpretations, contract language, inexperience and naive union members, people trying their best to honestly explain.

We are like babes in the woods at this hearing. We hear things that are shocking and painful. We grieve in all senses of the word the decisions that led us to this place.

As we collected in the parking lot at the end of day three, we knew, looking at "them" leaving, that something irrevocable had happened. Things would never be the same again.

We need to stop acting as if all our problems can be solved by breakfast meetings, informal and casual deals and hall-way encounters. We need to realize that, whether we like it or not, we are in a legally defined relationship with our employers. "Don't say anything you wouldn't want repeated in a court of law" would be the first suggestion I would make. Take that relationship seriously. Be cautious and not too trusting.

I believe this arbitration is necessary. I believe, at the least, Heather Stewart has had her chance to say what she could about fifteen years of effort



for Fraser Valley College. If that is all that comes of this, then that will have been enough.

The most striking comment I heard, from the employer's

lawyer, was this: "I object to feelings and beliefs being entered into evidence."

Indeed.

Wendy Burton  
Shop Steward, Faculty East

## Reflections on the Arbitration Hearing . . .

Anyone who has read Wendy Burton's accompanying article describing the recent arbitration hearing (concerning the Association's grievance in relation to article 4.2 (c, d, and f), 13.3, and 14.4(a) of our Collective Agreement) will not require of me a further review of the arbitral process and the evidence emerging from it. I propose instead to consider some of the implications of this case for our understanding of the FSA's role in hiring college employees.

When I first took up the assignment of Grievance Chairperson, I began with the impression that the hiring process itself and the FSA's participation in it works quite well. A great deal of trust is involved in such matters for the Association, between itself and the employer on one hand and between the membership as a whole and its SAC representatives on the other. To the best of my knowledge, that trust has generally been well placed where hiring committees have recommended a candidate chosen from among applicants who are outsiders to our institution and

the FSA. I have come to realize that our system sometimes works much less well when internal applicants compete for positions, either among themselves or with outsiders.

Certain clauses in our Collective Agreement seem to promise special consideration for employee applicants applying for openings: Article 14.4(a) states that the "College encourages the concept of a career ladder. An employee who applies for and meets the criteria of a vacant position shall be given preference over an outside applicant who is equally or less able to meet the criteria of the position." As to the selection criteria themselves, Articles 4.2(c), (d), and (f) appear to guard Association members against unfair assessment by hiring committees. Despite these assurances, however, and for a variety of reasons, some employee applicants have not been well served by particular SAC's, and our present selection advisory process remains liable to such inconsistencies.

To begin with, despite its seeming promises to reward

experience gained within our institution and employees' loyalty, our Collective Agreement is nevertheless very weak with respect to preference for inside applicants. Management guidelines for SAC's offer this instruction to committee members: "Selection Advisory Committees are expected to recommend the best qualified applicant for the position". With this directive in mind as a leading consideration, the articles mentioned above can readily be made to wither away, their apparent force reduced to a weak (and fitful) obligation to offer inside applicants an interview (in the case now under arbitration, three FVC employees were denied even that consideration). In agreeing upon selection criteria for the Director of Adult Basic Education position, the committee determined that experience in the area should not be a factor in assessing candidates. In the FSA executive's view, this decision was obviously prejudicial with respect to the interests of the inside applicants for that position and seems astounding considering the "career ladder concept" endorsed by the College in our Collective Agreement. In my opinion, one would have to be very naive to believe that our contract, as actually applied in the workplace, guarantees us any favoured status where appointments are concerned. Local circumstances affecting the make-up of the hiring committee, departmental "politics," personal feelings, and particular preferences of management can outweigh any or all of the articles promising FSA members preferential consideration. The fact is that Association members may be placed at a distinct disadvantage relative to outsiders by variables such as these, while at the same time being denied their contractual rights as

veteran employees. We should pursue a more strongly phrased clause to replace Article 13.3, but gaining management's assent to more substantial assurances will likely be difficult.

The nature of our participation in the hiring process can itself prove crippling to the Association's interests as the employees' representative. Though hiring is management's responsibility, it is one that the FSA has shown itself eager to share in. The SAC process that has evolved from the Association's cooperation in selecting College employees is no doubt admirable when it works as it should. It must be borne in mind, however, that employee members of SAC's are perceived to represent the Association regardless of what choices they make among the applicants and regardless of how or why their decisions are made. In the case under arbitration, neither FSA representative seems to have perceived herself as appearing in the Association's behalf. Neither would discuss the committee's work with grievance representatives; both considered themselves under the authority and guidance of the hiring committee's chairman, a management appointee. Yet, since they were elected representatives, their agreeing to confirm an external applicant as the committee's choice has binding force on the Association, and severely weakens our grievance.

What can we do to rectify the situation outlined in the last paragraph concerning FSA representatives on hiring committees? To begin with, this case made apparent the necessity to establish more effective contact with employee representatives on hiring committees, and that has been done. We now distribute the FSA's own selection guide-

lines to its SAC members. (The employer's guidelines, which were evidently not read aloud - except for the "competition clause," number 5 - or distributed within the SAC in the case under arbitration, are now also routinely circulated to members of hiring committees.) I think we should go further with this initiative, asking FSA representatives to sign a statement (appended to the FSA's guidelines) to the effect that they have read them and approve of the principles outlined in that document.

Perhaps we should consider a more radical response to the shortcomings of our hiring process: the Association could withdraw from SAC's altogether, making the identification of employee representatives on hiring committees a responsibility of department heads and management personnel. The Association would no longer provide the College with extensive unpaid assistance in selecting employees, and we would be in a much better position to grieve the results or processes of SAC's if the Association did not accept representation on them. In case the FSA's abstaining from further participation in SAC's appears too drastic a response to the unsatisfactory situation I have outline here, I can offer another, more moderate proposal for change. We can seek to negotiate with the employer an alteration to article 13.5(a).1, which states that "At least 50%

of the membership of the Selection Advisory Committee shall be chosen by and from employees in the appropriate area." This phrasing could be amended in such a way that the FSA executive would be empowered to appoint its representatives on hiring committees, should it choose to do so rather than supervise elections for SAC members. The executive would presumably exercise this option only in circumstances that justified ensuring strong and experienced representation of the Association's interests by members of the SAC. Since the FSA executive is elected and accountable to its membership, there seems to me good reason to grant it this authority in the hiring process.

We might also challenge the notion that one of the management representatives on an SAC will always and automatically act as chair. Were we to succeed in this, the credibility of hiring committees with the Association's membership at large might be considerably enhanced. In the end, though, we need stronger feelings of collegiality among FSA members and a renewed and more definite commitment on the employer's part to the "career ladder" concept to avoid further occurrences of the kind that have led to the arbitration now taking place.

Dave Allen

## Report of the Contract Chair . . .

This has been a busy month as I prepare for upcoming negotiations. There have been two meetings convened by CIEA of college negotiators and the Technical and Policy Development Conference, all of which I attended. Negotiator meetings have centred on current contract disputes at Douglas College and Northwest. The Douglas College Faculty Association appears vigorous in their rejection of management's last offer (which is close to the Capilano settlement) and they are pushing for a reduction in workload, and salary improvements measured by the relative position of the New Westminster School teachers. This is the dispute to watch, an important bellwether for faculty at FVC in our negotiations.

Our Negotiations Committee is shaping up very nicely indeed. Barbara Pinkiewicz and Sybille Stegmüller have volunteered to represent staff and their number may be expanded to include representation from the facilities staff group. On the faculty side Doug McDowell, Dave Gibson, Anne Knowlan, Cheryl Dahl and Susan Milner have come forward to assist this neophyte negotiator, sharing tasks and to offer support and guidance. Many other faculty members have approached me offering to assist with research, data analysis, contract language, etc. My thanks, in advance, to all. You shall be contacted shortly as we initiate the process of negotiations.

Area meetings have now been concluded with faculty and staff at the Abbotsford, Chilliwack and Mission campuses. My thanks to all of those who participated. Many members who could

not attend the meetings have forwarded written comments, concerns, ideas and issues and this has been encouraging. It clearly makes for more effective negotiations if I clearly know how the membership feels about certain issues. Please keep the fan mail coming.

To summarize briefly some of the issues emerging from my meetings and mail, it appears that salary levels are a major issue. The restraint years have had a severe impact on our purchasing power and this has been acutely felt within both faculty and staff groups. Consequently, a major mission for me is to bring us lift. The issue also emerged in both Chilliwack and Abbotsford of separate pay scales for facilities and paraprofessional groups, both of which are currently on the staff scale and argue that they are not well served by that scale.

Our benefits package, as Jocelyn Cass and Betty Harris' research revealed, is clearly inferior to that offered by most of the colleges. Indeed, the benefits package offered to excluded personnel at FVC is more comprehensive than that offered to our membership. On these points, I think we have some scope for improvement. Gloria Wolfson has agreed to provide the membership with some information on benefit choices, such as a vision care benefit, etc., and to embody this in a survey to give direction to the negotiation committee about how broad our desired benefit package should be.

Ian McAskill  
Contract Chair



## Comments on Access . . .

The Editor, FSA Newsletter:

The recent memo from Bob Warick about the demise of the Advanced Education Centre proposal happily makes many of my planned comments obsolete. However, perhaps the following thoughts are still relevant to the current discussion about FVC plans for expansion.

First, we are charged with the educational care of our college region, not with getting our hooks into students wherever we can find them. Is it best for our college region that the College expand westward into areas not in our region?

It is already often said that the College treats the eastern Valley as a hinterland of the western centre (all in the name of demographics, of course). Adding a further western focus to the College will accelerate that trend.

Second, do we want "hypergrowth" for the area in which we live and work? If not, is there anything we can do to reduce such growth?

Planners know that an effective way to hinder growth is to make an area less attractive by not providing services. If you don't want people to drive to the airport, quit building parking lots. Do not build more parking lots to meet an "inevitable demand" while wringing your hands about the idiots who insist on using the lots.

We cannot consistently question the wisdom of uncontrolled growth for all areas except our own. If we do not want to live in an area of hyper-growth, then

we could help discourage it by arguing against unlimited educational services in the area. If people want to live in an area with abundant educational services, then perhaps they should move to Kamloops or Prince George!

Taking this position requires courage in the face of the great god of growth that shifts in our water and blows smoke into our air. But perhaps an opportunity to act courageously is an asset. In fact, the current government might actually welcome such a strategy, which it advocates in the case of health care.

At the very least, we need not exacerbate the problem with undertakings that make us a hyper-growing college.

Third, I do not believe that SFU-FV threatens FVC. SFU projects a constant participation rate (with an increasing population) for the colleges in the Fraser Valley. Hence, academic programmes at Fraser Valley College do not appear endangered.

If I read it correctly, the SFU report projects enrollment at SFU-FV by 1992 of 400 first year students from the entire Fraser Valley (page 38 of SFU report). Of course, some of these students would otherwise have enrolled at SFU-Burnaby. So would we lose about 300 first year students from the entire Fraser Valley?

Some fear we will lose some of our best students and a large number of second year students

to SFU-FV. That may be. But it also seems plausible that an SFU-FV campus will increase participation rates in the colleges. With a university campus within commuting distance, more students may begin university transfer programmes at the colleges. And a lot of those students may be good students.

Fourth, I do not understand the reservations about having college and university campuses in the Langley area. Have separate university and college campuses in the Lower Mainland not worked well? Why is Langley a special case? Langley is in a college region; so, if the colleges do a good job in other areas with high population growth, why shouldn't we just support the existing college's efforts to serve its area?

It seems to me there should be third and fourth year arts and science programmes offered by SFU and appropriately funded, as noted in the AEC proposal (11,13). No doubt there should be a college campus in Langley. Perhaps SFU and Kwantlen could work out a way to share physical facilities and associated costs.

But what is wrong with SFU and Kwantlen (and the other Fraser Valley community colleges) continuing to do their respective jobs?

Cooperation between neighbouring institutions through regular channels is nice in order to meet the needs of the area. But is anything more required than some sort of council of post-secondary education institutions in the region?

Finally, I am bothered by the procedures used to date for deliberating about proposals for FVC expansion. Indeed, it is helpful to have proposals on the table for discussion. And each member of the College community need not agree with a proposal to view it as ours. But any final decision must be endorsed by our regular, representative, decision-making bodies such as the CAC, not merely by ad hoc committees, in hallway discussions, and at irregular meetings.

This is not the first time we have been plagued by wild-eyed, radical administrators who want change for its own sake. Then we recall the vital role of obstructionist bodies such as the CAC with its conservative faculty and staff who know the value of tradition and the tried-and-true.

Paul Herman

## Further Comments on Access . . .

Given that we seem to be under an end of December deadline which we don't control, and we probably won't be successful in convincing Douglas, Kwantlen, and SFU to agree to anything very specific, I would like to propose the following:

### Access Committee

- Leave the membership as is if the individuals involved agree. I suggest this because most of them are coming from the academic/program heads or the union where the majority were originally elected by an area, program or all union members. As I understand it Jack Gaston and Doug Hudson are the only two appointees on the committee. If this is essentially correct then, given the time constraints, I think the committee is representative enough.
- Have the committee elect a chair.
- Have regular open meetings with publicly circulated minutes taken by an experienced recording secretary.
- Have the committee report to the CAC with the Access chairperson presenting the Access results at board meetings.

PERHAPS A BETTER CHOICE IS TO HAVE THE ACCESS COMMITTEE CHAIRPERSON REPORT DIRECTLY TO THE BOARD WITH REPORTS AND DISCUSSION ALSO GOING TO THE CAC FOR THE PURPOSES OF CONSULTATION/INFORMATION.

In light of the deadlines, ask the Board, and CAC if it is part of the process, to meet on an ad hoc basis, if necessary, to consider Access reports.

### CONTENT OF ACCESS REPORT;

I would like to see the following given serious consideration:

- Protection of existing contractual rights and work. I assume that no matter what happens we will grow. But I would like to make sure existing people and positions are protected and not replaced by other people and/or positions doing a version of what is done now.
- Control in the form of a regional board or boards with a majority of elected members.
- A continuing and expanded role for the participating colleges in the offering of first and second year UT courses and programmes.
- A commitment to good teaching throughout, with the necessary PD resources.

Some sidebars which would seem productive to me are:

- get as much hard data as we can regarding the relative success of FVC UT transfers to the three major universities. This would likely need administrative help if we want it soon.
- see what Matsqui and Langley are thinking of offering to any educational institute willing to locate in their area.
- make a serious effort to incorporate Langley into the FVC region; but if my information is correct we are currently the institution of first choice in Langley/Aldergrove.

Doug McDowell